



Montana
Office of Public Instruction
Denise Juneau, State Superintendent

Office of Public Instruction
P.O. Box 202501
Helena, MT 59620-2501
406.444.3095
888.231.9393
406.444.0169 (TTY)
opi.mt.gov

MEMORANDUM

To: Montana Educators

From: Montana Evaluation Systems Work Group

Date: May 20, 2013

Re: Montana Educator Performance Appraisal System: A State Evaluation Model

This memorandum is to introduce you to a model evaluation system for the state of Montana. The model was born from changes in Chapter 55 Standards of Accreditation, and is intended to be an opportunity for enhancing school and student performance through a common evaluation framework for Montana. A “first look” at sections of the state model, the *Montana Educator Performance Appraisal System (Montana-EPAS) Teacher’s Guide*, will be available soon on the Office of Public Instruction (OPI) website.

The Montana–EPAS will launch this summer during the Montana Educators' Institute (MEI), at the Great Northern Hotel in Helena, MT, June 11, 12, and 13, 2013. The 2013 MEI, *Leading in Teaching: Fostering Professional Growth for Successful Student Learning* is sponsored by Montana ASCD, SAM, MEA-MFT, MSSA, MCDE and the Office of Public Instruction (OPI). Plan to bring a team of administrators, teachers, and board members to learn about the new system. Registration for the 2013 MEI is available at www.mtascd.org.

The Montana-EPAS is research-based and outlines an evaluation process that districts may adopt, adapt, and modify to fulfill the requirements of the revised Administrative Rules of Montana (ARM) standard 10.55.701(4)(a). This state model was developed collaboratively by the Evaluation Systems Work Group through a lengthy, in-depth review of the “best of the best” in evaluation tools and models from across the country, including Montana school district models, and the consideration of national teaching and school leadership standards.

As you know, evaluating teachers, principals, and other school personnel is not a new requirement for school districts. The revised Chapter 55 standard is intended to help provide consistency and support for school personnel to ensure quality instruction and student success.

By August 2013, every Montana school district will choose to either participate in the Montana-EPAS pilot, or the District Alignment Assessment of the Local Evaluation System. The District Alignment

The Montana Office of Public Instruction provides vision, advocacy, support, and leadership for schools and communities to ensure that all students meet today’s challenges and tomorrow’s opportunities.

Assessment is a process to begin updating and aligning existing local evaluation systems to meet the expectations of the revised standard ARM10.55.701(4)(a).

The Evaluation Systems Work Group knows that high-quality, high-performing teachers and school leaders are critical to ensure student learning, and believes that an evaluation system based in professional growth for all educators will enable student success.

**Montana – Educator Performance Appraisal System and
District Alignment Assessment of Local Evaluation System to State Standard
2013–2014 Timeline**

May 2013	Call for school districts to pilot the state model or begin to align local systems to state standard
June 2013	Montana Educators’ Institute June 11-13, 2013 <i>Leading in Teaching: Fostering Professional Growth for Successful Student Learning</i> Introduce the State Model: Montana Educator Performance Appraisal System (Montana-EPAS) Launch Evaluation System: Montana-EPAS Pilot and District Alignment Assessment of Local Evaluation System to State Standard
Summer 2013	Provide regional technical assistance and professional development to school district personnel to 1) pilot the state model, or 2) begin alignment of local system to state standard
August 2013	Implement Montana-EPAS Pilot, or District Alignment Assessment to state standard
Ongoing 2013-14	Provide regional technical assistance and professional development to school district personnel with the implementation of the Montana-EPAS Pilot, or District Alignment Assessment to state standard
Spring 2014	Gather implementation data from the pilot of the state model and district alignment assessment process; adjust processes, as necessary
July 1, 2014	Publish revised Montana-EPAS and District Alignment Assessment in the Appendices of the Montana School Accreditation Standards and Procedures Manual

August 2014	By the Fall of 2014, all Montana school districts will use teacher and principal evaluation systems aligned to the accreditation standards assuring continuous education improvement.
Ongoing Support	Provide regional technical assistance and professional development to school district personnel with the ongoing implementation of the Montana-EPAS, and District Alignment Assessment of Local Evaluation System to state standard

Evaluation Systems Work Group

The Montana-EPAS was developed by a subgroup formed to meet the requirements of the Board of Public Education standard ARM 10.55.701(4)(b) *the Superintendent of Public Instruction shall develop and publish model evaluation instruments that comply with this rule in collaboration with the MEA-MFT, Montana Rural Education Association, Montana School Boards Association, School Administrators of Montana, and Montana Small School Alliance.*

This subgroup, the Evaluation System Work Group, includes: Kirk Miller, School Administrators of Montana (SAM); Marco Ferro, MEA-MFT; Dan Rask, Montana Small Schools Alliance (MSSA); Bob Vogel, Montana School Boards Association (MTSBA); Dave Puyear, Montana Rural Education Association (MREA); Virginia Braithwaite, Montana State University - Northern; Teresa Burson, Helena Public Schools; Scott Dubbs, Lewistown Public Schools; Pete Donovan, Board of Public Education; along with Steve York and Linda Vrooman Peterson, Office of Public Instruction (OPI). The work group is facilitated by the OPI.

For more information, contact Steve York by telephone at (406) 444-5726, or by email at syork@mt.gov, or Linda Vrooman Peterson by telephone at (406) 444-5726, or by email at lvpeterson@mt.gov.